

Community Engagement Policy

Introduction

We recognise that each of the Group's operations has an important role to play in its local community. COVID-19 has resulted in unprecedented hardship especially in some areas where we have facilities. In these challenging times, it is not just about Dialight supporting its own staff by being a good employer but also about giving back to the communities in which we operate.

Dialight Foundation

In order to facilitate this, the Dialight Foundation was formed in June 2020. Its mission is transforming the lives of people in need in local communities where the company does business, with a focus on supporting children and women's causes.

Target(s) and commitments

Giving back to the communities where we operate aligns with the United Nations Sustainable Development Goal (UN SDG) 10 "Reduced Inequalities".

Aims of the Foundation

The aims of the Dialight Foundation are to promote, operate and manage charitable Grants in respect of the following classes of beneficiaries:

1. Hardship fund - a charitable 'hardship' fund for employees of the Group;
2. Direct charitable projects - charitable projects (using direct funding by the Foundation Board and/or time and materials donated by the Group) for the benefit of communities local to Group facilities and/or from which the Group draws its employees;
3. Direct charitable donations - grants to third party not-for-profit charities, associations and organisations that benefit communities local to Group facilities and/or from which the Group draws its employees; and,
4. Indirect charitable donations – facilitating and/or promoting, indirectly, charitable donations by third parties (including but not limited to Group employees) to third party not-for-profit charities, associations and organisations that benefit communities local to Group facilities and/or from which the Group draws its employees (but not, for the avoidance of doubt, being responsible, directly, for the holding and/or payment of any such donations).

Any Donation approved by the Foundation Board must meet one or more of the following purposes:

- protection and relief of poverty;
- advancement of education;
- advancement of health and saving lives;
- non-political community development and cohesion;
- advancement of amateur sport;
- advancement of human rights, conflict resolution, promotion of religious or racial harmony, and/or equality and diversity

Scope

It applies to all areas in the world where Dialight operates.

Management

It is governed by the Dialight Foundation Board, comprised of employees from around the globe and chaired by the CEO. This diverse Group was carefully selected to bring diverse perspectives based on a variety of job functions, cultural backgrounds and charitable expertise.

It is funded by a combination of staff donations and Company contributions and all assistance requests are reviewed and approved by the Foundation Board.